

## Does being on a FMA guarantee employment?

No. Although the FMA is a 5-year appointment, posts can establish policies to require positions filled by EFMs to be competed periodically, before the actual expiration of the FMA.

## What about allowances?

FMA appointees are not authorized overseas allowances in their own right such as housing, temporary lodging, transfer, education or separate maintenance. Such allowances would continue to derive from the sponsoring employee based on family size. The exception is danger pay which FMA appointees are eligible for in their own right, if the post has such a classification.

## Termination of FMA

An FMA will be terminated if:

- The employee in INWS status does not begin work in another position by the time the 5-year limit on the current appointment is reached. However, the EFM can be appointed into a new FMA upon entry into another qualifying position.
- Upon retirement or upon other separation of the sponsoring career employee (e.g., resignation, TIC, death.)
- Upon loss of EFM status (e.g., spouse divorces, child marries or reaches age 21.)
- Failure to maintain the security clearance level required for any encumbered position.
- Acceptance of an offer of employment under a PSC or another contractual relationship with the U.S. Government. (EFMs can be appointed under a new FMA after the contract ends and upon next entry into a qualifying position at a post abroad.)
- Other conditions as determined by post or agency management.

## For more information

### The Family Liaison Office

202-647-1076

[www.state.gov/www/flo/](http://www.state.gov/www/flo/)  
General eligibility and other information on the FMA.

### The Office of Overseas Employment (202) 261-8130/8131

Policy and procedures for processing personnel actions.

### The Office of Retirement (202) 261-8960

### Health Benefits/Life Insurance Coordinator (202) 261-8180

*Please note that the information covered in this brochure is an introduction to the FMA and is not meant to replace a thorough reading of the regulations. All personnel matters depend on the unique work history of each employee. Family members are advised to seek professional personnel guidance.*

*Hand carry all personnel documents during transfers.*



# F

amily

# M

ember

# A

ppointment

Family Liaison Office  
Room 1212A  
Department of State  
Tel: 202-647-1076  
Fax: 202-647-1670  
<http://www.state.gov/www/flo/>